

AGN. NO. _____

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH
AND SUPERVISOR MARK RIDLEY-THOMAS

SEPTEMBER 22, 2009

IMPROVING COUNTY PERSONNEL PRACTICES AROUND FELONY CONVICTIONS

Recently, the Department of Health Services informed the Board of an employee at Harbor-UCLA Medical Center who returned to work after having taken a personal leave in order to serve jail time for a felony conviction. Although the Department was aware of this issue in June, it was not until they received a subsequent media inquiry that they informed our Board. Further questions are raised regarding the Department's management of situations like this in a timely manner, considering that it took from June 29 to September 10, to take any definitive action.

This appears to be another case where the lack of a comprehensive approach to background screening has led to a problem employee not being detected.

Furthermore, it appears that this was not an isolated incident involving this employee. In 2005, he appears to have violated the Department's Zero Tolerance policy by displaying threatening behavior toward a physician and other coworkers. Insufficient disciplinary action was taken, allowing this individual to continue working in an environment that presented a hostile work environment for his colleagues.

WE, THEREFORE, MOVE that the Board of Supervisors instruct the Chief Executive Officer and the Interim Director of Human Resources to:

1. Expedite the completion of the Live Scan Feasibility Study and the presentation of the proposed annual Conviction Ordinance change to the Board, and include this expedited time frame in the status report that is currently scheduled to be submitted to the Board on October 2;

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Molina	_____
Ridley-Thomas	_____
Yaroslavsky	_____
Antonovich	_____
Knabe	_____

2. Conduct an investigation of the incident that occurred in July 2005, to determine who was responsible for evaluating this incident and recommending and approving the related disciplinary action. The report on this investigation should include recommendations for corrective action for any identified performance or process deficiencies;
3. Conduct a review of the actions taken by the Department in addressing the current situation, including recommendations to ensure improved communications with outside agencies, and a greater sense of urgency in resolving matters such as this;
4. Work with the District Attorney's office and Department of Human Resources to review best practices in other jurisdictions, then propose protocols for reporting convictions of County employees to the Department of Human Resources for Departmental notification; and
5. A Report back on the above activities should be provided to the Board in 30 days.

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